

Speedy Hire Plc (the "Company")

Remuneration Statement in relation to Paul Rayner pursuant to section 430 (2B) Companies Act 2006

As announced on 11 March 2026, Paul Rayner stepped down from the Board as Chief Financial Officer on 1 July 2026. Remuneration arrangements in respect of his retirement from the Board have been determined by the Remuneration Committee in line with the prevailing shareholder approved Directors' Remuneration Policy and no discretion has been exercised.

Salary, pension and benefits

Paul will continue to receive base salary, pension and benefits in line with his contract up to the 2026 Annual General Meeting (**AGM**) on 10 September 2026. Thereafter he will remain with the Company for up to 12 months on a part-time basis on a significantly reduced salary to allow for a smooth transition of responsibilities and thorough handover process.

Incentives

In respect of incentive awards, Paul Rayner will:

- be entitled to receive a pro-rated annual bonus for the portion of FY2027 served as Chief Financial Officer, payable at the normal payment date, subject to the FY2027 performance targets being met. Paul will not be eligible for an annual bonus award for any subsequent financial year thereafter;
- continue to be entitled to unvested share awards granted under the Company's Performance Share Plans (**PSP**). Such awards will continue to vest on the normal vesting dates, subject to the achievement of the relevant performance conditions and the application of time pro-rating. The two-year post vesting holding period will continue to apply to PSP awards; and
- not be granted a PSP award in FY2027, or for any subsequent financial year thereafter.

Consistent with the Directors' Remuneration Policy, Paul will be required to comply with post-employment shareholding guidelines for the two-year period following cessation in respect of any net of tax share awards received (i.e. excluding own shares purchased).

Other Payments

Paul Rayner will not receive any contribution towards legal fees incurred in connection with his retirement and will not be eligible for any payments for loss of office.

Full details of the remuneration paid to Paul Rayner in respect of his role as Chief Financial Officer from 1 April 2026 to 1 July 2026, and the period thereafter up to the 2026 AGM will be included in the Directors' Remuneration Report for the year ending 31 March 2027.

1 July 2026